

**INDEPENDENCE SCHOOL DISTRICT  
FACILITIES  
SALARY SCHEDULE  
2023-2024**

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	Wrhse/ Grounds	Grds/Maint	Maint*
1	15.83	15.93	16.56	16.99	17.51	18.05	16.67	17.78	20.36
2	16.36	16.46	17.09	17.51	18.05	18.58	17.20	18.30	20.90
3	16.88	16.99	17.62	18.05	18.58	19.09	17.73	18.83	21.43
4	17.41	17.51	18.15	18.58	19.09	19.62	18.25	19.36	21.94
5	17.93	18.05	18.68	19.09	19.62	20.15	18.78	19.88	22.47
6	18.46	18.58	19.21	19.62	20.15	20.68	19.31	20.42	23.00
7	18.99	19.09	19.73	20.15	20.68	21.20	19.83	20.95	23.52
8	19.52	19.62	20.26	20.68	21.20	21.73	20.36	21.48	24.05
9	20.05	20.15	20.78	21.20	21.73	22.26	20.90	22.00	24.58
10	20.57	20.68	21.30	21.73	22.26	22.79	21.43	22.53	25.11
11	21.10	21.20	21.84	22.26	22.79	23.32	21.94	23.05	25.64
12	21.63	21.73	22.37	22.79	23.32	23.85	22.47	23.60	26.17
13	22.16	22.26	22.90	23.32	23.85	24.37	23.00	24.10	26.70
14	22.68	22.79	23.42	23.85	24.37	24.90	23.52	24.64	27.22
15	23.22	23.32	23.95	24.37	24.90	25.43	24.05	25.17	27.75
16	23.75	23.85	24.48	24.90	25.43	25.96	24.58	25.69	28.28
17	24.28	24.38	25.01	25.43	25.96	26.49	25.11	26.22	28.81

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian

Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

\*Facilities Employees completing advanced training in requested areas of maintenance will receive \$1.00 more per hour for initial certification and \$1.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$ 15.00
Part Time Sub Custodian	\$ 15.00
Sub Maintenance/Grounds	\$ 15.00
Custodial Trainer Stipend	\$ 1.00

MJ 5.25.23

HR 12.21.23